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Advancement of women

Report of the Third Committee

Rapporteur: Mr. Naif Bin Bandar **Al-Sudairy** (Saudi Arabia)

I. Introduction

1. At its 3rd plenary meeting, on 17 September 1999, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-fourth session the item entitled "Advancement of women" and to allocate it to the Third Committee.

2. The Third Committee held a substantive debate on the item jointly with item 110, entitled "Implementation of the outcome of the Fourth World Conference on Women", at its 7th to 12th meetings, from 11 to 14 October 1999, and took action on the item at its 17th, 18th, 20th, 24th, 26th, 29th to 31st, 50th and 51st meetings, from 19 to 21 and on 27 and 28 October and 2, 3, 17 and 18 November. An account of the Committee's discussion of the item is contained in the relevant summary records (A/C.3/54/SR.7-12, 17, 18, 20, 24, 26, 29-31, 50 and 51).

3. At its 45th meeting, on 12 November, the Committee held a discussion on the report of the Secretary-General on the new structure and working method of the International Research and Training Institute for the Advancement of Women (A/54/500) (see A/C.3/54/SR.45).

4. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Committee on the Elimination of Discrimination against Women on its twentieth and twenty-first sessions;[1]

(b) Report of the Secretary-General on the improvement of the situation of women in rural areas (A/54/123-E/1999/66);

[1] *Official Records of the General Assembly, Fifty-fourth Session, Supplement No. 38* (A/54/38/Rev.1).

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(c) Report of the Secretary-General on the status of the Convention on the Elimination of All Forms of Discrimination against Women (A/54/124 and Corr.1);

(d) Report of the Secretary-General on traditional or customary practices affecting the health of women (A/54/341);

(e) Report of the Secretary-General on violence against women migrant workers (A/54/342);

(f) Report of the Secretary-General on the activities of the International Research and Training Institute for the Advancement of Women (A/54/352);

(g) Report of the Secretary-General on the improvement of the status of women in the Secretariat (A/54/405);

(h) Report of the Secretary-General on the new structure and working method of the International Research and Training Institute for the Advancement of Women (A/54/500);

(i) Notes by the Secretary-General transmitting the report of the Joint Inspection Unit entitled "An evaluation of the International Research and Training Institute for the Advancement of Women" (A/54/156-E/1999/102) and submitting his comments thereon (A/54/156/Add.1-E/1999/102/Add.1);

(j) Note by the Secretary-General transmitting the report on the activities of the United Nations Development Fund for Women (A/54/225);

(k) Letter dated 17 May 1999 from the Permanent Representative of Bangladesh to the United Nations addressed to the Secretary-General, transmitting the Hague Agenda for Peace and Justice for the Twenty-first Century, adopted by the Hague Appeal for Peace Conference, held at The Hague from 12 to 15 May 1999 (A/54/98);

(l) Letter dated 2 June 1999 from the Chargé d'affaires a.i. of the Permanent Mission of Germany to the United Nations addressed to the Secretary-General (A/54/124);

(m) Letter dated 26 August 1999 from the Chargé d'affaires a.i. of the Permanent Mission of Yugoslavia to the United Nations addressed to the Secretary-General (A/54/293-E/1999/119 and Corr.1);

(n) Letter dated 21 September 1999 from the Permanent Representative of Pakistan to the United Nations addressed to the Secretary-General (A/54/387);

(o) Letter dated 29 September 1999 from the Permanent Representatives of Brazil, Finland and Mexico to the United Nations addressed to the Secretary-General, transmitting the Declaration of Rio de Janeiro and the document entitled "Priorities for action", adopted at the first Summit of Heads of State and Government of Latin America and the Caribbean and the European Union, held at Rio de Janeiro on 28 and 29 June 1999 (A/54/448);

(p) Letter dated 15 October 1999 from the Permanent Representative of South Africa to the United Nations addressed to the Secretary-General, transmitting the communiqué of the meeting of the Ministers for Foreign Affairs and Heads of Delegation of the Movement of Non-Aligned Countries, held in New York on 23 September 1999 (A/54/469-S/1999/1063);

(q) Letter dated 3 November 1999 from the Permanent Representative of Turkey to the United Nations addressed to the Secretary-General (A/54/528-S/1999/1126);

(r) Letter dated 4 October 1999 from the Permanent Representative of Georgia to the United Nations addressed to the Secretary-General (A/C.3/54/2).

5. At the 7th meeting, on 11 October, introductory statements were made by the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women and the Director of the United Nations Development Fund for Women (see A/C.3/54/SR.7).

6. At the same meeting, a statement was made by the Chairperson of the Committee on the Elimination of Discrimination against Women (see A/C.3/54/SR.7).

7. At the 45th meeting, on 12 November, a statement was made by the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women and Special Representative of the Secretary-General for the International Research and Training Institute for the Advancement of Women on the report of the Secretary-General on the new structure and working method of the Institute (see A/C.3/54/SR.45).

8. At the same meeting, the Director of the International Research and Training Institute for the Advancement of Women responded to questions raised by the representatives of Mexico and Cuba (see A/C.3/54/SR.45).

II. Consideration of proposals

A. Draft resolution A/C.3/54/L.13

9. At the 18th meeting, on 20 October, the representative of the Netherlands, on behalf of Algeria, Andorra, Antigua and Barbuda, Argentina, Armenia, Australia, Austria, Bangladesh, Barbados, Belarus, Belgium, Benin, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Cameroon, Canada, Cape Verde, Chile, Colombia, the Congo, Costa Rica, Côte d'Ivoire, Croatia, Cuba, Cyprus, the Czech Republic, Denmark, the Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Finland, France, Georgia, Germany, Greece, Guinea, Guyana, Honduras, Hungary, Iceland, India, Iraq, Ireland, Israel, Italy, Japan, Latvia, Liberia, Liechtenstein, Lithuania, Luxembourg, Madagascar, Malaysia, Mauritius, Mexico, Monaco, Mongolia, Myanmar, Namibia, Nepal, the Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Panama, Papua New Guinea, Peru, Poland, Portugal, the Republic of Korea, the Republic of Moldova, Romania, Rwanda, Saint Lucia, San Marino, Senegal, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Swaziland, Sweden, Thailand, the former Yugoslav Republic of Macedonia, Uganda, Ukraine, the United Kingdom of Great Britain and Northern Ireland, Uruguay, Venezuela, Zambia and Zimbabwe, introduced a draft resolution entitled "Traditional or customary practices affecting the health of women and girls" (A/C.3/54/L.13). Subsequently, Azerbaijan, Ghana, Grenada, Guatemala, Guinea-Bissau, Jamaica, Malawi, Mali, Malta, Mauritania, the Philippines, Saint Vincent and the Grenadines, Turkey and the United Republic of Tanzania joined in sponsoring the draft resolution.

10. At the 20th meeting, on 21 October, the representative of the Netherlands orally revised the draft resolution as follows:

(a) In the fourth preambular paragraph, the words "*Reaffirming also*" were replaced with the words "*Bearing in mind*";

(b) In operative paragraph 3 (d), the words "To adopt and implement" were replaced with the words "To develop, adopt and implement".

11. At the same meeting, the Committee adopted draft resolution A/C.3/54/L.13, as orally revised, without a vote (see para. 34, draft resolution I).

B. Draft resolution A/C.3/54/L.14 and Rev.1

12. At the 17th meeting, on 19 October, the representative of the Dominican Republic, on behalf of Antigua and Barbuda, Algeria, Argentina, Bangladesh, Barbados, Belarus, Belize, Benin, Bolivia, Botswana, Chile, Colombia, the Comoros, Costa Rica, Côte d'Ivoire, Croatia, Cuba, Cyprus, Dominica, the Dominican Republic, El Salvador, Equatorial Guinea, Ethiopia, France, the Gambia, Georgia, Ghana, Grenada, Guatemala, Guinea, Guyana, Haiti, Honduras, Hungary, Iceland, India, Israel, Italy, Jamaica, Liberia, Liechtenstein, Lithuania, Madagascar, Malawi, Mali, Mexico, Micronesia (Federated States of), Monaco, Morocco, Mozambique, Namibia, Nicaragua, Palau, Panama, Paraguay, Peru, Portugal, the Republic of Korea, the Republic of Moldova, Romania, Rwanda, Saint Kitts and Nevis, Saint Lucia, Senegal, South Africa, Spain, the Sudan, Suriname, the former Yugoslav Republic of Macedonia, Trinidad and Tobago, Ukraine, Uruguay and Venezuela, subsequently joined by Kuwait, introduced a draft resolution entitled "International Day for the Elimination of Violence Against Women" (A/C.3/54/L.14), which read:

"*The General Assembly*,

"*Recalling* the Declaration on the Elimination of Violence Against Women, adopted by the General Assembly in its resolution 48/104 of 20 December 1993,

"*Recalling* the Universal Declaration of Human Rights of 10 December 1948, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,

"*Recalling also* the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, adopted by the General Assembly of the Organization of American States, held in Belém, Brazil, in 1994,

"*Concerned* that violence against women is an obstacle to the achievement of equality, development and peace, as recognized in the Nairobi Forward-looking Strategies for the Advancement of Women, which recommended a set of measures to combat violence against women, and to the full implementation of the Convention on the Elimination of All Forms of Discrimination against Women,

"*Also concerned* that some groups of women, such as women belonging to minority groups, indigenous women, refugee women, migrant women, women living in rural or remote communities, destitute women, women in institutions or in detention, the girl child, women with disabilities, elderly women and women in situations of armed conflict, are especially vulnerable to violence,

"*Recognizing* that violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of their full advancement, and that violence against women is one of the crucial social mechanisms by which women are forced into subordinate positions, compared with men,

"*Recognizing also* the urgent need for the universal application to women of the rights and principles with regard to equality, security, liberty, integrity and dignity of all human need,

"*Alarmed* that women's opportunities to achieve legal, social, political and economic equality in society are limited, *inter alia*, by continuing and endemic violence,

"*Recognizing* with satisfaction the cooperation provided by the relevant agencies, bodies, funds and organs of the United Nations system to different countries in the fight to eradicate violence against women, in the fulfilment of their respective mandates,

"*Recognizing also* the efforts made by civil society and non-governmental organizations that have contributed to create worldwide social conscience of the negative impact, both on social and economic life, of violence against women,

"*Reiterating* that, according to article 1 of the Declaration on the Elimination of Violence against Women, the term 'violence against women' means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life,

"*Decides* to designate 25 November International Day for the Elimination of Violence Against Women."

13. At its 30th meeting, on 3 November, the Committee had before it a revised draft resolution entitled "International Day for the Elimination of Violence Against Women" (A/C.3/54/L.14/Rev.1), submitted by the sponsors of draft resolution A/C.3/54/L.14 and Algeria, China, Croatia, Cyprus, France, the Gambia, Grenada, Hungary, Iceland, India, Japan, Kuwait, Lithuania, Portugal, Rwanda, Saint Kitts and Nevis, Seychelles and the Sudan. Subsequently, the Czech Republic, Eritrea, Mongolia and Viet Nam joined in sponsoring the revised draft resolution.

14. At the same meeting, the Committee adopted draft resolution A/C.3/54/L.14/Rev.1 without a vote (see para. 34, draft resolution II).

C. Draft resolution A/C.3/54/L.15

15. At the 18th meeting, on 20 October, the representative of Mongolia, on behalf of Bangladesh, Benin, Chile, Colombia, Costa Rica, Ecuador, Ethiopia, Guinea, India, Kazakhstan, Kyrgyzstan, Malaysia, Mongolia, Morocco, Myanmar, Namibia, Panama, San Marino, Sri Lanka, Thailand, the former Yugoslav Republic of Macedonia and Viet Nam, introduced a draft resolution entitled "Improvement of the situation of women in rural areas" (A/C.3/54/L.15). Subsequently, Austria, the Congo, Côte d'Ivoire, Cyprus, El Salvador, Equatorial Guinea, Eritrea, Finland, Haiti, Kenya, Malta, Norway, South Africa, Suriname, Uganda, the United Kingdom of Great Britain and Northern Ireland, Zambia and Zimbabwe joined in sponsoring the draft resolution and San Marino withdrew its sponsorship.

16. At the 29th meeting, on 2 November, the representative of Mongolia orally revised the draft resolution as follows:

(a) In operative paragraph 2, the words "national and global" were replaced with the words "national, regional and global";

(b) In operative paragraph 2 (a), the words "capacity-building and human resources development measures and" were inserted after the words "to meet the basic needs of rural women through";

(c) Operative paragraph 2 (b), which had read:

"(b) Ensuring the full and equal access of rural women to productive resources and services",

was replaced with the following text:

"(b) Designing and revising laws to ensure that, where private ownership of land and property exist, rural women are accorded full and equal rights to own land and other property, including through the right to inheritance, and undertaking administrative reforms and other necessary measures to give women the same right as men to credit, capital, appropriate technologies and access to markets and information";

(d) In operative paragraph 2 (g), the words "Ensuring that" were replaced with the words "Taking steps towards ensuring that", and the words "national level" were replaced with the words "local and national levels";

(e) In operative paragraph 3, the words "to undertake a comparative study, including case studies, and expert meetings and workshops to determine, quantify and explain the impact of globalization and poverty on rural women," were replaced with the words "to prepare a comprehensive report on the situation of rural women and challenges faced by them based, *inter alia*, on the outcome of an expert group meeting which will draw from the contributions and case studies provided by experts from various regions".

17. Also at its 29th meeting, the Committee adopted draft resolution A/C.3/54/L.15, as orally revised, without a vote (see para. 34, draft resolution III).

D. Draft resolution A/C.3/54/L.16 and Rev.1

18. At the 17th meeting, on 19 October, the representative of Romania, on behalf of Austria, the Bahamas, Bangladesh, Barbados, Canada, Chile, Colombia, Croatia, Denmark, Ecuador, Ethiopia, Finland, Hungary, Iceland, Ireland, Italy, Japan, Malaysia, Mongolia, New Zealand, Nicaragua, Nigeria, Norway, Panama, the Philippines, Poland, the Republic of Moldova, Romania, Singapore, South Africa, Suriname, Sweden, Thailand, Trinidad and Tobago, Uganda, the United Republic of Tanzania and the United States of America, introduced a draft resolution entitled "United Nations Development Fund for Women" (A/C.3/54/L.16), which read:

"*The General Assembly*,

"*Recalling* its resolution 39/125 of 14 December 1984, in which it decided to make the United Nations Development Fund for Women a separate and identifiable entity in autonomous association with the United Nations Development Programme, as well as its resolution 52/94 of 12 December 1997,

"*Recalling also* the Platform for Action of the Fourth World Conference on Women, which recognizes the special role of the United Nations Development Fund for Women in the promotion of the empowerment of women,

"*Taking note* of the importance of the work of the Consultative Committee on the United Nations Development Fund for Women in policy and programme directions, as stipulated in the annex to resolution 39/125,

"*Welcoming* the contributions the Fund has made in supporting initiatives of Member States, non-governmental organizations and United Nations organizations to formulate and implement activities that promote gender equality and women's empowerment, concentrating on three thematic areas: strengthening women's economic capacity; engendering governance and leadership; and promoting women's human rights and the elimination of all forms of violence against women,

"1. *Takes note with appreciation* of the note by the Secretary-General on the activities of the United Nations Development Fund for Women;

"2. *Emphasizes* the important work that the Fund undertakes within the framework of the Beijing Platform for Action and in supporting the implementation of recommendations related to women's empowerment and gender mainstreaming from other United Nations world conferences, such as the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development;

"3. *Takes note* of the progress achieved in the implementation of the Fund's strategy and business plan, 1997-1999, adopted in 1997;

"4. *Encourages* the Fund to cooperate with other partners of the United Nations system, governments and non-governmental organizations in assessment activities at all levels that will feed into the five-year review of the Beijing Platform for Action, including efforts to improve capacity in collection and dissemination of sex-disaggregated data and accountability mechanisms at the country level;

"5. *Commends* the Fund for its leadership role in convening United Nations inter-agency campaigns to end violence against women in Latin America and the Caribbean, Africa and in Asia and the Pacific throughout 1998 and continuing in 1999 and beyond, and the United Nations inter-agency global videoconference 'A World Free of Violence Against Women', which took place on 8 March 1999;

"6. *Recognizes* the progress achieved by the Fund in increasing the size and impact of its Trust Fund in Support of Actions to Eliminate Violence against Women and the importance of incorporating a learning component to extract and share good practices in eliminating violence against women, and reiterates the call to Governments, non-governmental organizations and the public and private sector to consider contributing or increasing contributions to the Trust Fund;

"7. *Encourages* the Fund to continue to assist Governments and non-governmental organizations in implementing the Convention on the Elimination of All Forms of Discrimination against Women in order to advance gender equality at the national level;

"8. *Requests* the Fund to strengthen the activities that it is undertaking to raise awareness about and strengthen the capacities of women in situations of armed conflict and to contribute to promoting the integration of a gender perspective into all peace-building activities, including through supporting women's full and equal participation at all levels, in all forums;

"9. *Also requests* the Fund to continue its efforts to mainstream a gender perspective in United Nations operational activities, in particular through its leadership of the Sub-group on Gender of the United Nations Development Group and its convening of United Nations inter-agency thematic groups on gender to support the resident coordinator system;

"10. *Commends* the Fund and its collaborating partners for developing innovative mechanisms to expand the gender expertise available to the United Nations resident coordinator system, in particular the United Nations Development Programme, the United Nations Population Fund and the United Nations Volunteers, and encourages other United Nations organizations to develop similar initiatives that make use of the Fund's expertise and experience in gender mainstreaming and women's empowerment;

"11. *Takes note* of the recommendations of the Fund's Consultative Committee, as contained in the note by the Secretary-General, to further clarify the autonomous nature of the Fund and deepen the synergy between the Fund and the United Nations Development Programme;

"12. *Recognizes* that the Fund has been able to secure increased contributions for its work, and expresses its appreciation to Member States and private organizations, including the United Nations Foundation, whose increased contributions demonstrate their commitment to the issues on which the Fund is working;

"13. *Urges* Member States, non-governmental organizations and the private sector to contribute to and consider increasing their financial contributions to the Fund."

19. At its 26th meeting, on 28 October, the Committee had before it a revised draft resolution entitled "United Nations Development Fund for Women" (A/C.3/54/L.16/Rev.1), submitted by the sponsors of draft resolution A/C.3/54/L.16 and Azerbaijan, Bhutan, Burkina Faso, Cambodia, Cameroon, Greece, Indonesia, Luxembourg, Madagascar, Mexico, the Netherlands, Peru, Portugal, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, the United Kingdom of Great Britain and Northern Ireland and Venezuela.

20. At the same meeting, the representative of Romania orally revised the revised draft resolution as follows:

(a) In the fourth preambular paragraph, the words "non-governmental organizations and United Nations organizations" were replaced by the words "United Nations organizations and non-governmental organizations";

(b) In operative paragraph 7, the words "and non-governmental organizations" were deleted, and the words "at the national level" were replaced with the words "at all levels".

21. Also at its 26th meeting, the Committee adopted draft resolution A/C.3/54/L.16/Rev.1, as orally revised, without a vote (see para. 34, draft resolution IV).

E. Draft resolution A/C.3/54/L.17 and Rev.1

22. At the 18th meeting, on 20 October, the representative of Norway, on behalf of Antigua and Barbuda, Argentina, Australia, Austria, Bangladesh, Belgium, Bhutan, Bolivia, Bosnia and Herzegovina, Canada, Cape Verde, Chile, Colombia, Costa Rica, Croatia, Cyprus, the Democratic Republic of the Congo, Denmark, Ecuador, El Salvador, Finland, France, Germany, Greece, Guatemala, Hungary, Iceland, India, Indonesia, Ireland, Italy, Kyrgyzstan, Liechtenstein, Lithuania, Luxembourg, Mexico, Mongolia, Namibia, the Netherlands, New Zealand, Nigeria, Norway, Portugal, Romania, Slovakia, Slovenia, South Africa, Spain, Sweden, Thailand, the former Yugoslav Republic of Macedonia, Trinidad and Tobago, the United Kingdom of Great Britain and Northern Ireland and Venezuela, introduced a draft resolution entitled "Convention on the Elimination of All Forms of Discrimination against Women" (A/C.3/54/L.17), which read:

"*The General Assembly*,

"*Recalling* its resolution 53/118 of 9 December 1998,

"*Bearing in mind* that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter, is to promote universal respect for human rights and fundamental freedoms for all without distinction of any kind, including distinction as to sex,

"*Affirming* that women and men should participate equally in social, economic and political development, should contribute equally to such development and should share equally in improved conditions of life,

"*Recalling* the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights on 25 June 1993, in which the Conference reaffirmed that the human rights of women and the girl child were an inalienable, integral and indivisible part of universal human rights,

"*Acknowledging* the need for a comprehensive and integrated approach to the promotion and protection of the human rights of women, which includes the integration of the human rights of women into the mainstream of United Nations activities system-wide,

"*Noting* that 1999 is the twentieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women, welcoming the progress made in its implementation, but concerned with the remaining challenges,

"*Recalling* its resolution 54/4 of 6 October 1999 in which it adopted and opened for signature, ratification and accession the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women,

"*Bearing in mind* the recommendation of the Committee on the Elimination of Discrimination against Women that national reports include information on the implementation of the Beijing Platform for Action,

"*Welcoming* the growing number of States parties to the Convention on the Elimination of All Forms of Discrimination against Women, which now stands at one hundred and sixty-five,

"*Taking note* of the elaboration and adoption by the Committee on the Elimination of Discrimination against Women, at its twentieth session, of general recommendation 24 on article 12 of the Convention, women and health,

"*Having considered* the reports of the Committee on the Elimination of Discrimination against Women on its twentieth and twenty-first sessions,

"*Expressing concern* at the great number of reports overdue and which continue to be overdue, in particular initial reports, which constitute an obstacle to the full implementation of the Convention on the Elimination of All Forms of Discrimination against Women,

"1. *Welcomes* the report of the Secretary-General on the status of the Convention on the Elimination of All Forms of Discrimination against Women;

"2. *Urges* all States that have not yet ratified or acceded to the Convention to do so as soon as possible, so that universal ratification of the Convention can be achieved by the year 2000;

"3. *Emphasizes* the importance of full compliance by States parties with their obligations under the Convention;

"4. *Welcomes* the adoption by the General Assembly of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women;

"5. *Notes* that some States parties have modified their reservations, expresses satisfaction that some reservations have been withdrawn, and urges States to limit the extent of any reservations they lodge to the Convention, to formulate any such reservations as precisely and as narrowly as possible, to ensure that no reservations

are incompatible with the object and purpose of the Convention or otherwise incompatible with international treaty law, to review their reservations regularly with a view to withdrawing them and to withdraw reservations that are contrary to the object and purpose of the Convention or that are otherwise incompatible with international treaty law;

"6. *Urges* States parties to the Convention to make all possible efforts to submit their reports on the implementation of the Convention in accordance with article 18 thereof and with the guidelines provided by the Committee on the Elimination of Discrimination against Women and to cooperate fully with the Committee in the presentation of their reports;

"7. *Encourages* the Secretariat to extend further technical assistance to States parties, upon their request, in the preparation of reports, in particular initial reports, and invites Governments to contribute to these efforts;

"8. *Commends* the Committee on its contributions to the effective implementation of the Convention;

"9. *Urges* States parties to the Convention to take appropriate measures so that acceptance of the amendment to article 20, paragraph 1, of the Convention by a two-thirds majority of States parties can be reached as soon as possible in order for the amendment to enter into force;

"10. *Expresses its appreciation* for the additional meeting time allowing the Committee to hold two sessions annually, each of three weeks' duration, preceded by a pre-session working group of the Committee;

"11. *Emphasizes* the need to ensure adequate financing and staff support for the effective functioning of the Committee, including for the dissemination of information;

"12. *Invites* Governments, agencies and organizations of the United Nations system and intergovernmental and non-governmental organizations to disseminate the Convention and its Optional Protocol;

"13. *Encourages* all entities of the United Nations system to pay systematic, increased and sustained attention to the recommendations of the Committee in order to ensure that its concluding observations and general recommendations are better utilized in their respective work;

"14. *Encourages* all parts of the United Nations system to continue building women's knowledge and understanding of and capacity to utilize human rights instruments, in particular of the Convention and its Optional Protocol;

"15. *Encourages* the submission of reports by specialized agencies at the invitation of the Committee on the implementation of the Convention in areas falling within the scope of their activities, and welcomes the contribution of non-governmental organizations to the work of the Committee;

"16. *Requests* the Secretary-General to submit to the General Assembly at its fifty-fifth session a report on the status of the Convention and the implementation of the present resolution under the appropriate agenda item."

23. At its 20th meeting, on 21 October, the Committee had before it a revised draft resolution entitled "Convention on the Elimination of All Forms of Discrimination against Women" (A/C.3/54/L.17/Rev.1), submitted by the sponsors of draft resolution A/C.3/54/L.17 and Barbados, Benin, the Dominican Republic, Georgia, Grenada, Japan,

Latvia, Madagascar, Malaysia, Panama, Poland, the Republic of Korea and the Republic of Moldova. Subsequently, Armenia, Bulgaria, Burkina Faso, Cameroon, the Congo, Equatorial Guinea, Guinea, Guyana, Haiti, Kenya, Liberia, Malawi, Myanmar, Nicaragua, Nigeria, Paraguay, the Philippines, Saint Vincent and the Grenadines, Uganda, Ukraine, Zambia and Zimbabwe joined in sponsoring the draft resolution.

24. At the same meeting, the representative of Norway orally revised the revised draft resolution as follows:

(a) In operative paragraph 14, the word "entities" was replaced with the word "parts";

(b) In operative paragraph 15, the words "the submission of their reports" were replaced with the words "their submission of reports".

25. Also at its 20th meeting, the Committee adopted draft resolution A/C.3/54/L.17/Rev.1, as orally revised, without a vote (see para. 34, draft resolution V).

F. Draft resolution A/C.3/54/L.18/Rev.1

26. At the 29th meeting, on 2 November, the representative of the Philippines, on behalf of Argentina, Bangladesh, Belgium, Cape Verde, Colombia, Côte d'Ivoire, Ecuador, Ghana, Liberia, Mexico, Morocco, Peru, the Philippines, Portugal, the former Yugoslav Republic of Macedonia and Zambia, introduced a draft resolution entitled "Violence against women migrant workers" (A/C.3/54/L.18/Rev.1). Subsequently, Burkina Faso, the Congo, Costa Rica, El Salvador, Haiti, Indonesia, Ireland, Kenya, Malawi, Mali, Nicaragua, Pakistan, Paraguay and Togo joined in sponsoring the draft resolution.

27. At its 31st meeting, on 3 November, the Committee adopted draft resolution A/C.3/54/L.18/Rev.1 without a vote (see para. 34, draft resolution VI).

G. Draft resolution A/C.3/54/L.19

28. At the 24th meeting, on 27 October, the representative of New Zealand, on behalf of Andorra, Argentina, Armenia, Australia, Austria, Belarus, Belgium, Bhutan, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Canada, Chile, Côte d'Ivoire, Croatia, Cyprus, the Czech Republic, Denmark, the Dominican Republic, Ecuador, Eritrea, Ethiopia, Fiji, Finland, France, Gabon, Georgia, Germany, Greece, Guatemala, Guinea, Hungary, Iceland, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Luxembourg, Madagascar, Malaysia, Malta, Mauritius, Mexico, Mongolia, Morocco, Mozambique, Myanmar, Namibia, the Netherlands, New Zealand, Nicaragua, Norway, Panama, Poland, Portugal, the Republic of Korea, the Republic of Moldova, Romania, Rwanda, Samoa, San Marino, Senegal, Singapore, Slovenia, Solomon Islands, the Sudan, Swaziland, Sweden, Thailand, the former Yugoslav Republic of Macedonia, Tunisia, Turkey, the United Kingdom of Great Britain and Northern Ireland, the United States of America, Uzbekistan, Venezuela, Viet Nam, Yemen and Zambia, introduced a draft resolution entitled "Improvement of the status of women in the Secretariat" (A/C.3/54/L.19). Subsequently, Belize, Burkina Faso, Cambodia, the Democratic People's Republic of Korea, the Gambia, Ghana, Liberia, Malawi, Papua New Guinea, Paraguay, the Philippines, Sierra Leone, South Africa, Spain and Togo joined in sponsoring the draft resolution.

29. In introducing the draft resolution, the representative of New Zealand orally revised the text as follows:

(a) A new second preambular paragraph was inserted, reading:

"*Taking into account* the continuing lack of representation or under-representation of women from certain countries, in particular developing countries, including least developed countries and small island developing States, and countries with economies in transition";

(b) A new final preambular paragraph was inserted, reading:

"*Concerned also* that some existing arrangements with Member States may impede the employment of spouses of United Nations staff members".

30. At its 26th meeting, on 28 October, the Committee adopted draft resolution A/C.3/54/L.19, as orally revised, without a vote (see para. 34, draft resolution VII).

31. Before the adoption of the draft resolution, statements were made by the representatives of Antigua and Barbuda and Mexico (see A/C.3/54/SR.26).

H. Draft resolution A/C.3/54/L.89

32. At the 50th meeting, on 17 November, the representative of Guyana, on behalf of Afghanistan, Austria, Azerbaijan, Greece, Ireland, Italy, Mexico, the Netherlands, Spain and the States Members of the United Nations that are members of the Group of 77 and China, introduced a draft resolution entitled "Revitalization and strengthening of the International Research and Training Institute for the Advancement of Women" (A/C.3/54/L.89). Subsequently, Croatia, Luxembourg and the United Kingdom of Great Britain and Northern Ireland joined in sponsoring the draft resolution.

33. At its 51st meeting, the Committee adopted draft resolution A/C.3/54/L.89 without a vote (see para. 34, draft resolution VIII).

III. Recommendations of the Third Committee

34. The Third Committee recommends to the General Assembly the adoption of the following draft resolutions:

Draft resolution I
Traditional or customary practices affecting the health of women and girls

The General Assembly,

Reaffirming its resolution 53/117 of 9 December 1998 and its other relevant resolutions and decisions, as well as those of the Economic and Social Council, the Commission on Human Rights and the Subcommission on the Promotion and Protection of Human Rights,

Recalling the reports of the Special Rapporteur of the Subcommission on the Promotion and Protection of Human Rights on traditional practices affecting the health of women and children and of the Special Rapporteur of the Commission on Human Rights on violence against women,

Reaffirming the obligation of all States to promote and protect human rights and fundamental freedoms as stated in the Charter of the United Nations, and reaffirming also the obligations contained in later human rights instruments, in particular articles 5 and 12 of the Convention on the Elimination of All Forms of Discrimination against Women,[2] article 24 of the Convention on the Rights of the Child[3] and article 12 of the International Covenant on Economic, Social and Cultural Rights,[4]

Bearing in mind article 2, paragraph (a), of the Declaration on the Elimination of Violence against Women,[5] and article 5, paragraph 5, of the Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief,[6]

Recalling the provisions of the outcome of the World Conference on Human Rights,[7] the International Conference on Population and Development,[8] the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders[9] and the Fourth World Conference on Women[10] pertaining to traditional or customary practices affecting the health of women and girls,

Recalling also general recommendation 14 concerning female circumcision, adopted by the Committee on the Elimination of Discrimination against Women at its ninth session,[11] as well as paragraphs 11, 20 and 24 (l) of general recommendation 19 concerning violence against women, adopted by the Committee at its eleventh session,[12] and paragraphs 15 (d) and 18 of general recommendation 24 concerning article 12 of the Convention on the Elimination of All Forms of Discrimination against Women on women and health, adopted by the Committee at its twentieth session,[13]

Welcoming the fact that the Organization of African Unity First Ministerial Conference on Human Rights in Africa, in the Grand Bay (Mauritius) Declaration and Plan of Action, adopted in April 1999, urged all African States to work assiduously towards the elimination of discrimination against women and the abolition of cultural practices that dehumanize or demean women and children,

Welcoming also the Ouagadougou Declaration adopted in May 1999 at the Regional Workshop on the Fight against Female Genital Mutilation in the member countries of the West African Economic and Monetary Union,[14]

Reaffirming that such traditional or customary practices constitute a definite form of violence against women and girls and a serious form of violation of their human rights,

Expressing concern at the continuing large-scale existence of these practices,

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[2] Resolution 34/180, annex.

[3] Resolution 44/25, annex.

[4] See resolution 2200 A (XXI), annex.

[5] Resolution 48/104.

[6] Resolution 36/55.

[7] A/CONF.157/24 (Part I), chap. III.

[8] *Report of the International Conference on Population and Development, Cairo, 5-13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

[9] See A/CONF.169/16/Rev.1.

[10] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

[11] See *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 38* (A/45/38), chap. IV, para. 438.

[12] Ibid., *Forty-seventh Session, Supplement No. 38* (A/47/38), chap. I.

[13] Ibid., *Fifty-fourth Session, Supplement No. 38* (A/54/38/Rev.1), part one, chap. I.A.

[14] E/CN.4/Sub.2/1999/14, annex.

Stressing that the elimination of such practices requires greater efforts and commitment from Governments, the international community and civil society, including non-governmental and community organizations, and that fundamental changes in societal attitudes are required,

1. *Welcomes*:

(a) The report of the Secretary-General, which provides encouraging examples of national and international developments;[15]

(b) The fact that the Commission on the Status of Women and the Commission on Human Rights addressed the issue of harmful traditional or customary practices at their sessions in 1999;

(c) The fact that the General Assembly, at its special session for the review and appraisal of the implementation of the Programme of Action of the International Conference on Population and Development, has addressed the issue of harmful practices;

(d) The efforts undertaken by United Nations bodies, programmes and organizations, including the United Nations Children's Fund, the United Nations Population Fund, the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the Office of the United Nations High Commissioner for Refugees and the United Nations Development Fund for Women, to address the issue of traditional or customary practices affecting the health of women and girls, and encourages them to continue to coordinate their efforts;

(e) The work carried out by the Special Ambassador for the Elimination of Female Genital Mutilation of the United Nations Population Fund including her visits to a number of countries and the fact that she has been invited to other countries;

(f) The work carried out by the Inter-African Committee on Traditional Practices Affecting the Health of Women and Girls and other non-governmental and community organizations, including women's organizations, in raising awareness of the harmful effects of such practices, in particular of female genital mutilation;

(g) The fact that the progress made towards the elimination of traditional or customary practices affecting the health of women and girls will be considered during the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century";

2. *Emphasizes* the need for technical and financial assistance for developing countries working to achieve the elimination of traditional or customary practices affecting the health of women and girls from United Nations funds and programmes, international and regional financial institutions, and bilateral and multilateral donors, as well as the need for assistance to non-governmental organizations and community-based groups active in this field from the international community;

3. *Calls upon* all States:

(a) To ratify or accede to, if they have not yet done so, the relevant human rights treaties, in particular the Convention on the Elimination of All Forms of Discrimination against Women[2] and the Convention on the Rights of the Child,[3] and to respect and implement fully their obligations under any such treaties to which they are parties;

(b) To implement their international commitments in this field, *inter alia*, under the Beijing Declaration and Platform for Action of the Fourth World Conference on

[15] A/54/341.

Women,[10] the Programme of Action of the International Conference on Population and Development,[8] and the Vienna Declaration and Programme of Action adopted by the World Conference on Human Rights;[7]

(c) To collect and disseminate basic data about the occurrence of traditional or customary practices affecting the health of women and girls, including female genital mutilation;

(d) To develop, adopt and implement national legislation and policies that prohibit traditional or customary practices affecting the health of women and girls, including female genital mutilation, and to prosecute the perpetrators of such practices;

(e) To establish or strengthen support services to respond to the needs of victims through, *inter alia*, developing comprehensive and accessible sexual and reproductive health services and providing training to health-care providers at all levels on the harmful health consequences of such practices;

(f) To establish, if they have not done so, a concrete national mechanism for the implementation and monitoring of relevant legislation, law enforcement and national policies;

(g) To intensify efforts to raise awareness of and to mobilize international and national public opinion concerning the harmful effects of traditional or customary practices affecting the health of women and girls, including female genital mutilation, in particular through education, the dissemination of information, training, the media, the arts and local community meetings, in order to achieve the total elimination of these practices;

(h) To promote the inclusion of the discussion of the empowerment of women and their human rights in primary and secondary education curricula, and to address specifically traditional or customary practices affecting the health of women and girls in such curricula and in the training of health personnel;

(i) To promote men's understanding of their roles and responsibilities with regard to promoting the elimination of harmful practices, such as female genital mutilation;

(j) To involve, among others, public opinion leaders, educators, religious leaders, chiefs, traditional leaders, medical practitioners, women's health and family planning organizations, the arts and the media in publicity campaigns with a view to promoting a collective and individual awareness of the human rights of women and girls and of how harmful traditional or customary practices violate those rights;

(k) To continue to take specific measures to increase the capacity of communities, including immigrant and refugee communities, in which female genital mutilation is practised, to engage in activities aimed at preventing and eliminating such practices;

(l) To explore, through consultations with communities and religious and cultural groups and their leaders, alternatives to harmful traditional or customary practices, in particular where those practices form part of a ritual ceremony or rite of passage;

(m) To cooperate closely with the Special Rapporteur of the Subcommission on the Promotion and Protection of Human Rights on traditional practices affecting the health of women and the girl child and to respond to her inquiries;

(n) To cooperate closely with relevant specialized agencies and United Nations funds and programmes, as well as with relevant non-governmental and community organizations, in a joint effort to eradicate traditional or customary practices affecting the health of women and girls;

(o) To include in their reports to the Committee on the Elimination of Discrimination against Women, the Committee on the Rights of the Child and other relevant treaty bodies specific information on measures taken to eliminate traditional or customary practices affecting the health of women and girls, including female genital mutilation, and to prosecute the perpetrators of such practices;

4. *Invites*:

(a) Relevant specialized agencies, United Nations bodies and non-governmental organizations to exchange information on the subject of the present resolution, and encourages the exchange of such information between non-governmental organizations active in this field and the bodies monitoring the implementation of relevant human rights treaties;

(b) The Commission on Human Rights to address this subject at its fifty-sixth session, thus allowing a more comprehensive understanding of the impact of these practices on the human rights of women;

(c) Governments, organizations and individuals in a position to do so to contribute to the trust fund that supports the work of the Special Ambassador for the Elimination of Female Genital Mutilation of the United Nations Population Fund;[16]

5. *Requests* the Secretary-General:

(a) To make his report available to relevant meetings with the United Nations system;

(b) To report to the General Assembly at its fifty-sixth session on the implementation of the present resolution, with a special focus on recent national and international developments, including examples of national best practices and international cooperation.

Draft resolution II
International Day for the Elimination of Violence against Women

The General Assembly,

Recalling the Declaration on the Elimination of Violence Against Women, adopted by the General Assembly in its resolution 48/104 of 20 December 1993, and its resolution 52/86 of 12 December 1997, entitled "Crime prevention and criminal justice measures to eliminate violence against women",

Recalling also the Universal Declaration of Human Rights of 10 December 1948,[17] the International Covenant on Civil and Political Rights,[18] the International Covenant on Economic, Social and Cultural Rights,[18] the Convention on the Elimination of All Forms

[16] Project on female genital mutilation elimination (INT/98/PEF):
UNFPA Contributions Account
The Chase Manhattan Bank
270 Park Avenue, 43rd floor
New York, NY 10017
Account number: 015-004570, ABA# 021000021

[17] Resolution 217 A (III).

[18] See resolution 2200 A (XXI), annex.

of Discrimination against Women[19] and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,[20]

Taking note of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women,[21] adopted by the General Assembly of the Organization of American States, held in Belém, Brazil, in 1994, and general recommendation 19 on violence against women, adopted by the Committee on the Elimination of Discrimination Against Women at its eleventh session,[22]

Concerned that violence against women is an obstacle to the achievement of equality, development and peace, as recognized in the Nairobi Forward-looking Strategies for the Advancement of Women,[23] and the Beijing Platform for Action[24] which recommended a set of integral measures to prevent and eliminate violence against women, and to the full implementation of the Convention on the Elimination of All Forms of Discrimination against Women,

Concerned also that some groups of women, such as women belonging to minority groups, indigenous women, refugee women, migrant women, women living in rural or remote communities, destitute women, women in institutions or in detention, the girl child, women with disabilities, elderly women and women in situations of armed conflict, are especially vulnerable to violence,

Recognizing that violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of their full advancement, and that violence against women is one of the crucial social mechanisms by which women are forced into subordinate positions, compared with men,

Recognizing also that the human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights,[25] and the need to promote and protect all human rights of women and girls,[26]

Alarmed that women do not fully enjoy their human rights and fundamental freedoms, and concerned about the long-standing failure to protect and promote those rights and freedoms in relation to violence against women,[27]

Recognizing with satisfaction the cooperation provided by the relevant agencies, bodies, funds and organs of the United Nations system to different countries in the fight to eradicate violence against women, in the fulfilment of their respective mandates,

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[19] Resolution 34/180, annex.

[20] Resolution 39/46, annex.

[21] *A Compilation of Human Rights Instruments*, vol. II, *Regional Instruments* (United Nations publication, Sales No. E.97.XIV.1), sect. A.7.

[22] See *Official Records of the General Assembly, Forty-seventh Session, Supplement No. 38* (A/47/38), chap. I.

[23] *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985* (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

[24] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[25] A/CONF.157/24 (Part I), chap. III, sect. I, para. 18.

[26] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I, para. 31.

[27] See *Official Records of the Economic and Social Council, 1999, Supplement No. 3* (E/1999/23), chap. II, sect. A, Commission on Human Rights resolution 1999/42.

Recognizing the efforts made by civil society and non-governmental organizations that have contributed to creating a worldwide social conscience of the negative impact, both on social and on economic life, of violence against women,

Reiterating that, according to article 1 of the Declaration on the Elimination of Violence against Women, the term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life,

1. *Decides* to designate 25 November as the International Day for the Elimination of Violence against Women;

2. *Invites*, as appropriate, Governments, the relevant agencies, bodies, funds and programmes of the United Nations system, and other international organizations and non-governmental organizations, to organize on that day activities designated to raise public awareness on the problem of violence against women.

Draft resolution III
Improvement of the situation of women in rural areas

The General Assembly,

Recalling its resolution 52/93 of 12 December 1997,

Recalling also the importance attached to the problems of rural women by the Nairobi Forward-looking Strategies for the Advancement of Women,[28] the Beijing Declaration[29] and Platform for Action[30] adopted by the Fourth World Conference on Women, and the Convention on the Elimination of All Forms of Discrimination against Women,[31]

Noting that some effects of the evolving globalization process may deepen the socio-economic marginalization of rural women,

Noting also that the globalization process has had some benefits by providing opportunities for wage employment for rural women in new sectors,

Mindful of the fact that the available data and existing tools of measurement and analysis are insufficient for a full understanding of the gender implications of the processes of globalization and rural change, and their impact on rural women,

Recognizing the urgent need to take appropriate measures aimed at further improving the situation of women in rural areas,

1. *Takes note* of the report of the Secretary-General;[32]

2. *Invites* Member States, in collaboration with United Nations organizations and civil society, to continue their efforts to implement the outcome of and to ensure an integrated and coordinated follow-up to United Nations conferences and summits, including

[28] *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985* (United Nations publication, Sales No. E.85.IV.10), chap. I, sect A.

[29] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

[30] Ibid., annex II.

[31] General Assembly resolution 34/180, annex.

[32] A/54/123-E/1999/66.

their five-year reviews, and to attach greater importance to the improvement of the situation of rural women in their national, regional and global development strategies by, *inter alia*:

(a) Investing and strengthening efforts to meet the basic needs of rural women through capacity-building and human resources development measures and the provision of a safe and reliable water supply, health services, including family planning services, and nutritional programmes as well as education and literacy programmes and social support measures;

(b) Designing and revising laws to ensure that, where private ownership of land and property exist, rural women are accorded full and equal rights to own land and other property, including through the right to inheritance, and undertaking administrative reforms and other necessary measures to give women the same right as men to credit, capital, appropriate technologies and access to markets and information;

(c) Integrating a gender perspective into the design, implementation, monitoring and evaluation of development policies and programmes;

(d) Providing microcredit and other financial and business services to a greater number of women in rural areas for generating self-employment among them and eradicating poverty;

(e) Pursuing the political and socio-economic empowerment of rural women by supporting their full and equal participation in decision-making at all levels, including in rural institutions;

(f) Placing a renewed focus on the issue of rural women within the context of the review and appraisal of the implementation of the Beijing Declaration[29] and Platform for Action;[30]

(g) Taking steps towards ensuring that women's unpaid work and contributions to on-farm and off-farm production, including income generated in the informal sector, are visible and recorded in economic surveys and statistics at the local and national levels;

3. *Requests* the Secretary-General, in cooperation with the relevant international organizations, specialized agencies, funds and programmes, and in consultation with Member States, to prepare a comprehensive report on the situation of rural women and challenges faced by them, based, *inter alia*, on the outcome of an expert group meeting, which will draw from the contributions and case studies provided by experts from various regions, and to incorporate its findings and recommendations in his report on the implementation of the present resolution to the General Assembly at its fifty-sixth session.

Draft resolution IV
United Nations Development Fund for Women

The General Assembly,

Recalling its resolution 39/125 of 14 December 1984, in which it decided to make the United Nations Development Fund for Women a separate and identifiable entity in autonomous association with the United Nations Development Programme, as well as its resolution 52/94 of 12 December 1997,

Recalling also the Platform for Action adopted by the Fourth World Conference on Women,[33] which recognizes the special role of the Fund in the promotion of the empowerment of women,

Noting the importance of the work of the Consultative Committee on the United Nations Development Fund for Women in policy and programme directions, as stipulated in the annex to resolution 39/125,

Welcoming the contributions the Fund has made in supporting initiatives of Member States, United Nations organizations and non-governmental organizations to formulate and implement activities that promote gender equality and women's empowerment, concentrating on three thematic areas: strengthening women's economic capacity; engendering governance and leadership; and promoting women's human rights and the elimination of all forms of violence against women,

1. *Takes note with appreciation* of the note by the Secretary-General on the activities of the United Nations Development Fund for Women;[34]

2. *Emphasizes* the important work that the Fund undertakes within the framework of the Beijing Platform for Action[33] and in supporting the implementation of recommendations related to women's empowerment and gender mainstreaming from other United Nations world conferences, such as the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development;

3. *Notes* the progress achieved in the implementation of the Fund's strategy and business plan, 1997-1999, adopted in 1997;

4. *Encourages* the Fund to cooperate with other partners of the United Nations system, Governments and non-governmental organizations in assessment activities at all levels that will feed into the five-year review of the Beijing Platform for Action, including efforts to improve capacity in the collection and dissemination of sex-disaggregated data and accountability mechanisms at the country level;

5. *Commends* the Fund for its leadership role in convening United Nations inter-agency campaigns to end violence against women in Latin America and the Caribbean, Africa and Asia and the Pacific throughout 1998 and continuing in 1999 and beyond, and the United Nations inter-agency global videoconference entitled "A World Free of Violence Against Women", which was held on 8 March 1999;

6. *Recognizes* the progress achieved by the Fund in increasing the size and impact of its Trust Fund in Support of Action to Eliminate Violence against Women and the importance of incorporating a learning component to extract and share good practices in eliminating violence against women, and reiterates the call to Governments, non-governmental organizations and the public and private sector to consider contributing or increasing contributions to the Trust Fund;[35]

7. *Encourages* the Fund to continue to assist Governments in implementing the Convention on the Elimination of All Forms of Discrimination against Women[36] in order

[33] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[34] A/54/225.

[35] Economic and Social Council resolution 1998/12, sect. I.B.

[36] Resolution 34/180, annex.

to advance gender equality at all levels,[37] including by reinforcing the cooperation between Governments and civil society, especially women's organizations;

8. *Requests* the Fund, in conjunction with other relevant United Nations agencies, to continue the activities that it is undertaking to raise awareness about and strengthen the capacities of women in situations of armed conflict and to contribute to promoting the integration of a gender perspective into all peace-building activities, including through support to women's full and equal participation at all levels, in all forums;

9. *Also requests* the Fund to continue its efforts to mainstream a gender perspective in United Nations operational activities, in particular through its leadership of the Sub-group on Gender of the United Nations Development Group and its convening of United Nations inter-agency thematic groups on gender to support the resident coordinator system;

10. *Commends* the Fund and the United Nations Development Programme, the United Nations Population Fund and the United Nations Volunteers as its collaborating partners for developing innovative mechanisms to expand the gender expertise available to the United Nations resident coordinator system at the country level, and encourages other United Nations organizations to develop similar initiatives that make use of the expertise and experience of the Fund in gender mainstreaming and empowerment of women;

11. *Recognizes* that the Fund has been able to secure increased contributions for its work, and expresses its appreciation to Member States and private organizations, including the United Nations Foundation, and other foundations, whose increased contributions demonstrate their commitment to the issues on which the Fund is working;

12. *Urges* Member States, non-governmental organizations and members of the private sector that have contributed to the Fund, to continue to contribute and to consider increasing their financial contributions, and invites others to consider doing so.

Draft resolution V
Convention on the Elimination of All Forms of Discrimination against Women

The General Assembly,

Recalling its resolution 53/118 of 9 December 1998,

Bearing in mind that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter of the United Nations, is to promote universal respect for human rights and fundamental freedoms for all without distinction of any kind, including distinction as to sex,

Affirming that women and men should participate equally in social, economic and political development, should contribute equally to such development and should share equally in improved conditions of life,

Recalling the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights on 25 June 1993,[38] in which the Conference reaffirmed that the human rights of women and the girl child were an inalienable, integral and indivisible part of universal human rights,

[37] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II, para. 231 (g).

[38] A/CONF.157/24 (Part I), chap. III.

Acknowledging the need for a comprehensive and integrated approach to the promotion and protection of the human rights of women, which includes the integration of the human rights of women into the mainstream of United Nations activities system-wide, and, in this context, calling for the implementation of agreed conclusions 1998/2 of the Economic and Social Council,[39]

Noting that 1999 is the twentieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women,[40] welcoming the progress made in its implementation, but concerned about the remaining challenges,

Recalling its resolution 54/4 of 6 October 1999, in which it adopted and opened for signature, ratification and accession the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women,

Bearing in mind the recommendation of the Committee on the Elimination of Discrimination against Women that national reports include information on the implementation of the Beijing Platform for Action,[41]

Welcoming the growing number of States parties to the Convention on the Elimination of All Forms of Discrimination against Women, which now stands at one hundred sixty-five,

Noting the elaboration and adoption by the Committee on the Elimination of Discrimination against Women, at its twentieth session, of general recommendation 24 on article 12 of the Convention, on women and health,[42]

Having considered the reports of the Committee on the Elimination of Discrimination against Women on its twentieth and twenty-first sessions,[43]

Expressing concern at the great number of reports that are overdue and that continue to be overdue, in particular initial reports, which constitute an obstacle to the full implementation of the Convention on the Elimination of All Forms of Discrimination against Women,

1. *Welcomes* the report of the Secretary-General on the status of the Convention on the Elimination of All Forms of Discrimination against Women;[44]

2. *Urges* all States that have not yet ratified or acceded to the Convention to do so as soon as possible, so that universal ratification of the Convention can be achieved by the year 2000;

3. *Emphasizes* the importance of full compliance by States parties with their obligations under the Convention;

4. *Notes with appreciation* the adoption by the General Assembly, by resolution 54/4, of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women;

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[39] See *Official Records of the General Assembly, Fifty-third Session, Supplement No. 3* and corrigendum (A/53/3 and Corr.1), chap. VI, para. 3.

[40] Resolution 34/180, annex.

[41] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[42] *Official Records of the General Assembly, Fifty-fourth Session, Supplement No. 38* (A/54/38/Rev.1), part one, chap. I, sect. A.

[43] Ibid., parts one and two.

[44] A/54/224 and Corr.1.

5. *Notes* that some States parties have modified their reservations, expresses satisfaction that some reservations have been withdrawn, and urges States to limit the extent of any reservations they lodge to the Convention, to formulate any such reservations as precisely and as narrowly as possible, to ensure that no reservations are incompatible with the object and purpose of the Convention or otherwise incompatible with international treaty law, to review their reservations regularly with a view to withdrawing them and to withdraw reservations that are contrary to the object and purpose of the Convention or that are otherwise incompatible with international treaty law;

6. *Urges* States parties to the Convention to make every possible effort to submit their reports on the implementation of the Convention in accordance with article 18 thereof and with the guidelines provided by the Committee on the Elimination of Discrimination against Women and to cooperate fully with the Committee in the presentation of their reports;

7. *Encourages* the Secretariat to extend further technical assistance to States parties, upon their request, in the preparation of reports, in particular initial reports, and invites Governments to contribute to these efforts;

8. *Commends* the Committee on its contributions to the effective implementation of the Convention;

9. *Urges* States parties to the Convention to take appropriate measures so that acceptance of the amendment to article 20, paragraph 1, of the Convention by a two-thirds majority of States parties can be reached as soon as possible in order for the amendment to enter into force;

10. *Expresses its appreciation* for the additional meeting time allowing the Committee to hold two sessions annually, each of three weeks' duration, preceded by a pre-session working group of the Committee;

11. *Emphasizes* the need to ensure adequate financing and staff support for the effective functioning of the Committee, including for the dissemination of information;

12. *Invites* Governments, agencies and organizations of the United Nations system and intergovernmental as well as non-governmental organizations to disseminate the Convention and its Optional Protocol;

13. *Encourages* all relevant entities of the United Nations system, within their mandates, to continue to assist, upon their request, States parties in implementing the Convention and, in this regard, to pay attention to the concluding comments as well as the general recommendations of the Committee;

14. *Encourages* all relevant parts of the United Nations system to continue building women's knowledge and understanding of and capacity to utilize human rights instruments, in particular the Convention and its Optional Protocol;

15. *Welcomes* the submission of reports by the specialized agencies at the invitation of the Committee on the implementation of the Convention in areas falling within the scope of their activities and the contribution of non-governmental organizations to the work of the Committee, and encourages those agencies to continue their submission of reports;

16. *Requests* the Secretary-General to submit to the General Assembly at its fifty-fifth session a report on the status of the Convention and the implementation of the present resolution under the appropriate agenda item.

Draft resolution VI
Violence against women migrant workers

The General Assembly,

Recalling all previous resolutions on violence against women migrant workers adopted by the General Assembly, the Commission on the Status of Women, the Commission on Human Rights and the Commission on Crime Prevention and Criminal Justice, as well as the Declaration on the Elimination of Violence against Women,[45]

Reaffirming the outcome of the World Conference on Human Rights[46] and its five-year review, of the International Conference on Population and Development[47] and its five-year review, and of the Fourth World Conference on Women,[48] specifically as the results pertain to women migrant workers,

Emphasizing the need for objective, comprehensive, broad-based information and a wide exchange of experiences and lessons learned by individual Member States and civil society in the formulation of policies and concrete strategies to address the problem of violence against women migrant workers,

Encouraging the participation of civil society in developing and implementing appropriate measures to support innovative partnerships among public agencies, non-governmental organizations and other members of the civil society for combating violence against women migrant workers,

Taking note with appreciation of the recommendations of the Working Group of Intergovernmental Experts on the Human Rights of Migrants of the Commission on Human Rights,

Noting the large numbers of women from developing countries and some countries with economies in transition who continue to venture forth to more affluent countries in search of a living for themselves and their families as a consequence of poverty, unemployment and other socio-economic conditions, and acknowledging the duty of the country of origin to work for conditions that provide employment and security to their citizens,

Realizing that the movement of a significant number of women migrant workers may be facilitated and made possible through fraudulent or irregular documentation and arranged marriages, and that, by the nature of their status and movement, women migrant workers are more vulnerable to abuse and exploitation,

Acknowledging the economic benefits that accrue to both the country of origin and the country of destination from the employment of women migrant workers,

Recognizing the importance of joint and collaborative approaches at the bilateral, regional, interregional and international levels in protecting and promoting the rights and welfare of women migrant workers,

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[45] Resolution 48/104.

[46] A/CONF.157/24 (Part I), chap. III.

[47] *Report of the International Conference on Population and Development, Cairo, 5-13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

[48] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

Encouraged by some measures adopted by some countries of destination to alleviate the plight of women migrant workers residing within their areas of jurisdiction,

Underlining the important role of relevant United Nations treaty bodies in monitoring the implementation of human rights conventions and the relevant special procedures, within their respective mandates, in addressing the problem of violence against women migrant workers and in protecting and promoting their rights and welfare,

1. *Welcomes* the report of the Secretary-General;[49]

2. *Also welcomes* the appointment of a Special Rapporteur on the human rights of migrants;

3. *Requests* all Governments to cooperate fully with the Special Rapporteur in the performance of the tasks and duties mandated and to furnish all information requested, including by reacting promptly to the urgent appeals of the Special Rapporteur;

4. *Encourages* Governments, particularly countries of origin and destination, to share information on violence against women migrant workers with the Special Rapporteur with a view to requesting the Special Rapporteur to recommend concrete measures and actions to address the problem;

5. *Also encourages* Governments to give serious consideration to inviting the Special Rapporteur to visit their countries so as to enable him or her to fulfil the mandate effectively;

6. *Urges* concerned Governments, particularly those of the countries of origin and destination, to further strengthen their national efforts to protect and promote the rights and welfare of women migrant workers, including through sustained bilateral, regional, interregional and international cooperation, by developing strategies and joint action and taking into account the innovative approaches and experiences of individual Member States, and to establish and maintain continuing dialogues to facilitate the exchange of information;

7. *Also urges* concerned Governments, particularly those of the countries of origin and destination, to support and allocate appropriate resources for programmes aimed at strengthening preventive action, in particular information for relevant target groups, education and campaigns to increase public awareness of this issue at the national and grass-roots levels, in cooperation with non-governmental organizations;

8. *Encourages* Member States to adopt appropriate measures to inform women migrant workers of their rights and the benefits to which they are entitled;

9. *Calls upon* concerned Governments, particularly those of the countries of origin and destination, if they have not done so, to put in place penal and criminal sanctions to punish perpetrators of violence against women migrant workers and, to the extent possible, to provide, and to encourage non-governmental organizations to provide, victims of violence with the full range of immediate assistance and protection, such as counselling, legal and consular assistance, temporary shelter and other measures, that will allow them to be present during the judicial process, as well as to establish reintegration and rehabilitation schemes for returning women migrant workers to their country of origin;

10. *Encourages* concerned Governments, particularly those of the countries of origin and destination, to support and, if they have not done so, to formulate and implement training programmes for their law enforcers, prosecutors and service providers with a view to instilling among those public sector workers the necessary skills and attitude to ensure the

[49] A/54/342.

delivery of proper and professional interventions for women migrant workers who are subjected to abuse and violence;

11. *Also encourages* concerned Governments, particularly those of the countries of origin and destination, to adopt measures or strengthen existing ones to regulate the recruitment and deployment of women migrant workers, and to consider the adoption of appropriate legal measures against intermediaries who deliberately encourage the clandestine movement of workers and who exploit women migrant workers;

12. *Invites* Governments to identify the causes of undocumented migration and its economic, social and demographic impact, as well as its implications for the formulation and application of social, economic and migration policies, including those relating to women migrant workers;

13. *Encourages* concerned Governments, particularly those of the countries of origin, transit and destination, to avail themselves of the expertise of the United Nations, including the United Nations Statistics Division and other relevant bodies, such as the International Research and Training Institute for the Advancement of Women, to develop appropriate national data-collection methodologies that will generate comparable data on violence against women migrant workers as bases for research and analyses on the subject;

14. *Encourages* Member States to consider ratifying and complying with International Labour Organization conventions, and to consider signing and ratifying or acceding to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families,[50] as well as the Slavery Convention of 1926;[51]

15. *Encourages* the Committee on the Elimination of Discrimination against Women to consider developing a general recommendation on the situation of women migrant workers;

16. *Requests* the Secretary-General to submit to the General Assembly at its fifty-sixth session a report on the problem of violence against women migrant workers and on the implementation of the present resolution, taking into account updated information from the organizations of the United Nations system, in particular the International Labour Organization, the United Nations Development Programme, the United Nations Development Fund for Women and the International Research and Training Institute for the Advancement of Women, and the International Organization for Migration and other relevant sources, including non-governmental organizations.

Draft resolution VII
Improvement of the status of women in the Secretariat

The General Assembly,

Recalling Articles 1 and 101 of the Charter of the United Nations, as well as Article 8, which provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

[50] Resolution 45/158, annex.

[51] United Nations, *Treaty Series*, vol. 212, No. 2861.

Recalling also the goal, contained in the Platform for Action adopted by the Fourth World Conference on Women,[52] of the achievement of overall gender equality, particularly at the Professional level and above, by the year 2000,

Taking into account the continuing lack of representation or under-representation of women from certain countries in particular developing countries, including least developed countries and small island developing States, and countries with economies in transition,

Recalling further its resolutions 53/119 of 9 December 1998 on the improvement of the status of women in the Secretariat and 53/221 of 7 April 1999 on human resources management,

Welcoming the progress made in improving the representation of women at the D-1 level but concerned that the representation of women at the senior and policy-making levels remains significantly below the goal of 50/50 gender distribution at these levels,

Welcoming also the fact that the percentage of women appointed at the D-2 level and promoted to the D-1 level exceeded the goal of 50 per cent,

Concerned that the appointment of women at all other levels, with the exception of the P-2 level, falls significantly below the goal of 50 per cent, and concerned at the incremental pace at which the overall representation of women in the Secretariat has increased,

Concerned also that some existing arrangements with Member States may impede the employment of spouses of United Nations staff members,

1. *Welcomes* the report of the Secretary-General and the framework for action contained therein;[53]

2. *Reaffirms* the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular developing countries and countries with economies in transition;

3. *Regrets* that the goal of 50/50 gender distribution will not be met by the year 2000, and urges the Secretary-General to intensify his efforts to realize significant progress towards this goal by the end of 2000;

4. *Requests* the General Assembly, at its special session entitled "Women 2000: gender equality, development and peace for the twenty-first century", to be held in June 2000, to consider further forward-looking strategies for achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular developing countries and countries with economies in transition;

5. *Welcomes* the ongoing personal commitment of the Secretary-General to meeting the goal of gender equality and his assurance that gender balance will be given the highest priority in his continuing efforts to bring about a new management culture in the

[52] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[53] A/54/405.

Organization, including full implementation of the special measures for the achievement of gender equality;[54]

6. *Also welcomes* the continued provision of specific training programmes on gender mainstreaming and gender issues in the workplace, tailored to meet the special needs of individual departments, and commends those heads of departments and offices who have launched gender training for their managers and staff;

7. *Strongly encourages* heads of departments and offices who have not yet organized such training to do so by the end of the next biennium;

8. *Calls upon* the Secretary-General to implement fully and to monitor the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000)[55] in order to make notable progress towards the goal of 50/50 gender distribution by the end of the year 2000, especially at the D-1 level and above;

9. *Requests* the Secretary-General to ensure that individual managers are held accountable for implementing the strategic plan within their areas of responsibility;

10. *Encourages* the Secretary-General to appoint more women as special representatives and envoys and to pursue good offices on his behalf, especially in matters related to peacekeeping, peace-building, preventative diplomacy and economic and social development, and in operational activities, including as resident coordinators, as well as to appoint more women to other high-level positions;

11. *Welcomes* the inclusion of the objective of improving gender balance in action plans on human resource management for individual departments and offices, and encourages cooperation between the Special Adviser on Gender Issues and Advancement of Women and the Office of Human Resources Management of the Secretariat in the further elaboration and monitoring of these plans, which will include concrete strategies and specific targets for improving women's representation in each department and office;

12. *Requests* the Secretary-General to monitor closely the progress made by departments and offices in meeting the goal of gender balance, and to ensure that the appointment and promotion of suitably qualified women will not be less than 50 per cent until the goal of 50/50 gender distribution is met, including through full implementation of the special measures for women and the development of mechanisms to effectively encourage, monitor and assess the performance of programme managers in meeting targets for improving women's representation;

13. *Takes note* of the revised terms of reference of the Steering Committee for the Improvement of the Status of Women in the Secretariat issued by the Secretary-General in June 1999,[56] in particular its role in monitoring the implementation of the special measures for the achievement of gender balance;

14. *Requests* the Secretary-General to develop innovative recruitment strategies to identify and attract suitably qualified women candidates, particularly in developing countries and countries with economies in transition, in other Member States that are unrepresented or under-represented in the Secretariat, and in occupations in which women are under-represented;

15. *Also requests* the Secretary-General to continue his work to create within existing resources a gender-sensitive work environment supportive of the needs of his staff, both

[54] ST/AI/1999/9.

[55] A/49/587 and Corr.1, sect. IV.

[56] ST/SGB/1999/9, sect. 2.

women and men, including through the development of policies for flexible working time, flexible workplace arrangements and childcare and elder-care needs, as well as through the provision of more comprehensive information to prospective candidates and new recruits on spouse employment opportunities and the expansion of gender-sensitivity training in all departments and offices;

16. *Further requests* the Secretary-General to develop further the policy against harassment, including sexual harassment, and to issue clear, detailed guidelines for its application at Headquarters and in the field;

17. *Requests* the Secretary-General to enable the Office of the Special Adviser on Gender Issues and Advancement of Women to monitor effectively and facilitate progress in the implementation of the strategic plan and the special measures for women, including by ensuring access to the information required to carry out that work;

18. *Strongly encourages* Member States to support the efforts of the United Nations and the specialized agencies to achieve the goal of 50/50 gender distribution, especially at the D-1 level and above, by identifying and regularly submitting more women candidates for appointment to intergovernmental, judicial and expert bodies; identifying and proposing national recruitment sources that will assist the organizations of the United Nations system in identifying suitable women candidates, particularly from developing countries and countries with economies in transition; and encouraging more women to apply for positions within the Secretariat, the specialized agencies, funds and programmes and the regional commissions, including in areas in which women are under-represented, such as peacekeeping, peace-building and other non-traditional areas;

19. *Also strongly encourages* Member States to identify women candidates for assignment to peacekeeping missions, and to improve the representation of women in military and civilian police contingents;

20. *Requests* the Secretary-General to report to the Commission on the Status of Women at its forty-fourth session and to the General Assembly at its fifty-fifth session on the implementation of the present resolution, including by providing statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system and on the implementation of departmental action plans for the achievement of gender balance.

Draft resolution VIII
Revitalization and strengthening of the International Research and Training Institute for the Advancement of Women

The General Assembly,

Recalling Economic and Social Council resolution 1999/54 of 29 July 1999 on the revitalization of the International Research and Training Institute for the Advancement of Women,

Reaffirming article I of the statute of the Institute, setting out its autonomous status,

Reaffirming also that the Institute continues to have a unique role to play, in that it is the only entity in the United Nations system devoted entirely to research, training and information in the context of the advancement of women in development,

Reaffirming further the objectives of the Institute to stimulate and assist, through research, training and the collection and dissemination of information, the advancement

of women and their integration in the developmental process, both as participants and as beneficiaries,

Reiterating paragraph 334 of the Platform for Action of the Fourth World Conference on Women[57] and the relevant provisions contained in agreed conclusions 1997/2 of the Economic and Social Council,[58]

Taking note of the recommendations contained in the report of the Joint Inspection Unit,[59] which conducted an evaluation of the Institute,

Taking note also of the report of the Secretary-General on the activities of the Institute,[60]

Taking note further of the report of the Secretary-General on the new structure and working method of the Institute,[61]

1. *Takes note* of Economic and Social Council resolution 1999/54, and endorses the decision of Members States to engage in the revitalization of the International Research and Training Institute for the Advancement of Women;

2. *Takes note with appreciation* of the proposal for a new working method of the Institute through the establishment of an electronic Gender Awareness Information and Networking System (GAINS), the principal activities of which are disseminating information from all countries, conducting research, capacity-building and networking, taking into account the special needs of developing countries;

3. *Urges* that the traditional methods of disseminating information also be improved and strengthened;

4. *Expresses its satisfaction* with the establishment of a new staffing structure for the Institute, consisting of a small number of persons, and urges that the approved posts be filled as soon as possible;

5. *Notes* the project-centred approach and that the Gender Awareness Information and Networking System and special research and training projects will be financed and managed separately;

6. *Acknowledges* the efforts of the Institute in producing outputs during 1998-1999, notwithstanding its current financial and institutional constraints;

7. *Welcomes* the recent appointment of the Director of the Institute, and urges the Secretary-General to ensure the stability and continuity of the post of Director;

8. *Requests* the Director of the Institute to ensure the preparation of a feasibility study of the Gender Awareness Information and Networking System, including the work plan and budget for 2000-2001, by an independent body funded by voluntary contributions, on the basis of the new structure and working method of the Institute, for approval by the Board of Trustees, as established in article III, paragraph 2, of the statute of the Institute;[62]

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[57] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations Publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[58] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* and addendum (A/52/3/Rev.1 and Rev.1/Add.1), chap. IV, sect. A, para. 4.

[59] A/54/156-E/1999/102.

[60] A/54/352.

[61] A/54/500.

[62] A/39/511, annex.

9. *Recommends* that the feasibility study provide, *inter alia,* information on how the new working method and work plan will benefit the advancement of women, particularly women from developing countries;

10. *Urges* the use of all six official United Nations languages in the Web site of the Institute as soon as possible, and in this context requests that the feasibility study, *inter alia*, examine the technical use of these languages in the Institute's Web site, and also requests the Secretary-General to report on the developments in this regard to the General Assembly at its fifty-fifth session;

11. *Requests* the Secretary-General to fulfil the commitment made to take the necessary measures to correct the administrative anomalies noted in the report of the Joint Inspection Unit,[59] and urges also that these measures be effected as soon as possible, given the critical financial situation of the Institute;

12. *Also requests* the Secretary-General to continue to provide support to the Institute, particularly in setting up the new structure and working method for the Institute, by encouraging voluntary contributions to the Institute and its special projects;

13. *Urges* Member States and intergovernmental and non-governmental organizations to contribute or consider increasing their contributions to the United Nations Trust Fund for the International Research and Training Institute for the Advancement of Women, in order to facilitate the immediate implementation of the programmes and activities of the Institute;

14. *Expresses its appreciation* to those Governments and organizations that continue to contribute to and support the activities of the Institute;

15. *Requests* the Secretary-General to report to the General Assembly at its fifty-fifth session on the implementation of the present resolution.